Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

INSTRUCTIONS:

a. Name of Employer

Amazon Hub

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Ċase	Date Filed	
28-CA-280427	July 23, 2021	

b. Tel. No.

unknown

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

		c. Cell No.
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
2550 N Nevada St.	Lander Renick	unknown
Chandler, AZ 85225		g. e-Mail
THE PROPERTY AND THE MEDICAL		renicl@amazon.com
		h. Dispute Location (City and State)
		Chandler, AZ
I. Type of Establishment (factory, nursing home,	j. Principal Product or Service	k. Number of workers at dispute location
hotel)		
Warehouse	Warehousing and Delivery of Goods	~250
I. The above named employer has engaged in and	is engaging in unfair labor practices within the mean	ning of section 8(a), subsections (1) of the
	or practices are practices affecting commerce within within the meaning of the Act and the Postal Reorga	
Basis of the Charge (set forth a clear and conclusion)	se statement of the facts constituting the alleged unfe	air labor practices)
	e-named Employer by its agents has invite	
employment because they engaged	in protected concerted activities,	, ,
	•	
	named Employer has interfered with, restra	
exercise of the right guaranteed to the	nem by Section 7 of the National Labor Re	lations Act.
		And the second s
3. Full name of party filing charge (if labor organize (b) (6), (b) (7)(C)	ation, give full name, including local name and number	er)
4a. Address (street and number, city, state, and Z	IP code)	4b. Tel. No.
(b) (6), (b) (7)(C)		
		⁴⁰ (b) (6), (b) (7)(C)
		4d, Fax No.
		4e. e-Mail
*		(b) (6), (b) (7)(C)
5 Full name of national or international labor one	nization of which it is an affiliate or constituent unit (to	
organization)	Uisemon of Much it is an amiliate of constituent muit (o be lined in when charge is hied by Tabor
organization)		
6. DECLARATION		Tel. No.
	nd that the statements are true to the best of	
m	1.00-11/2	0
	(b) (6), (b) (7)(C) an Individual	^o (b) (6), (b) (7)(C)
B	an Individual	Fex No.
(5	charge) Print Name and Title	FBA NO.
Address: (b) (6), (b) (7)(C)	Date: Tuly-23-2021	ė
Audicos	Date / les - Les	(b) (6), (b) (7)(C)
77.	V -	<u></u>
WILLFUL FALSE STATEMENTS ON THIS CHAR	GE CAN BE PUNISHED BY FINE AND IMPRISON	MENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to simply the information will cause the NLRB to decline to invoke its processes (b) (6), (b) (7)(C) NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes



REGION 28 2600 North Central Avenue Suite 1400 Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov Telephone: (602)640-2160 Fax: (602)640-2178 Download NLRB Mobile App

July 26, 2021

Amazon Hub 2550 North Nevada Street Chandler, AZ 85225

Re: Amazon Hub

Case 28-CA-280427

Ladies and Gentlemen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Pathways Intern Sandra E. Schickel whose telephone number is (202)273-3805. If this Board agent is not available, you may contact Regional Attorney Rachel A. Harvey whose telephone number is (602)416-4748.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

July 26, 2021 Case 28-CA-280427

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlrb.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not

have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Cornele A. Overstreet Regional Director

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Enclosures:

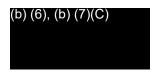
- 1. Copy of Charge
- 2. Commerce Questionnaire



REGION 28 2600 North Central Avenue Suite 1400 Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov Telephone: (602)640-2160 Fax: (602)640-2178 Download NLRB Mobile App

July 26, 2021



Re: Amazon Hub

Case 28-CA-280427

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on July 23, 2021 has been docketed as case number 28-CA-280427. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Pathways Intern Sandra E. Schickel whose telephone number is (202)273-3805. If this Board agent is not available, you may contact Regional Attorney Rachel A. Harvey whose telephone number is (602)416-4748.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession.

Case 28-CA-280427

Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

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Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Cornele A. Overstreet Regional Director

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Form NLRB - 501 (2-08)

a. Name of Employer

Amazon Hub

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-280427	November 16, 2021	

b. Tel. No.

c. Cell No.

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
2550 North Nevada Street, Chandler,	Lander Renick	a a Mail
AZ 85225		g. e-Mail renicl@amazon.com
		h. Dispute Location (City and State)
		Chandler, AZ
i. Type of Establishment (factory, nursing home,	j. Principal Product or Service	k. Number of workers at dispute location
hotel)		
Warehouse	Warehousing and Delivery of Goods	~250
National Labor Relations Act, and these unfair lab	of is engaging in unfair labor practices within the mea for practices are practices affecting commerce within within the meaning of the Act and the Postal Reorge	the meaning of the Act, or these unfair labor
	ise statement of the facts constituting the alleged un	
	re-named employer has interfered with, re	
	ion 7 of the National Labor Relations Act,	
	joint employers, (2) threatening its employ	
	activities, (3) invited employees to quit the	
	reating an impression among its employed	
	he employer, (5) denied its off-duty emplo	
and other outside nonworking areas,	(6) removed (b) (6), (b) (7)(C) from	route because of protected
concerted activities, (/) suspended at	nd ultimately discharged (0)(6)(0)(7)(6) because	of protected concerted activities,
	he above actions because (0)(6),(0)(7)(6) engage	
	dination and unprofessional behavior rules	s to discourage its employees from
engaging in protected concerted activ	ities.	
		otrained and accread ampleyees is
By the above and other acts, the above	ve-named employer has interfered with, re	estrained, and coerced employees in
By the above and other acts, the above		estrained, and coerced employees in
By the above and other acts, the above the exercise of their rights under Section 3. Full name of party filing charge (if labor organization)	ve-named employer has interfered with, re	· ·
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REGION 28 2600 North Central Avenue Suite 1400 Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov Telephone: (602)640-2160 Fax: (602)640-2178 Download NLRB Mobile App

November 17, 2021

Amazon Hub 2550 North Nevada Street Chandler, AZ 85225

Re: Amazon Hub

Case 28-CA-280427

Ladies and Gentlemen:

Enclosed is a copy of the first amended charge that has been filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Examiner Sandra E. Schickel whose telephone number is (202)273-3805. If the agent is not available, you may contact Regional Attorney Rachel A. Harvey whose telephone number is (602)416-4748.

<u>Presentation of Your Evidence</u>: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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<u>Procedures:</u> Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the

Agency's web site (www.nlrb.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

Cornele A. Overstreet Regional Director

andell Mountant

Enclosure: Copy of first amended charge

cc: Brian M. Stolzenbach, Attorney at Law Seyfarth Shaw LLP 233 South Wacker Drive, Suite 8000

Chicago, IL 60606-6448



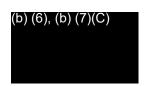
REGION 28 2600 North Central Avenue Suite 1400 Phoenix, AZ 85004-3099

Agency Website: www.nlrb.gov Telephone: (602)640-2160 Fax: (602)640-2178

November 17, 2021



Download NLRB Mobile App



Re: Amazon Hub

Case 28-CA-280427

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Examiner Sandra E. Schickel whose telephone number is (202)273-3805. If the agent is not available, you may contact Regional Attorney Rachel A. Harvey whose telephone number is (602)416-4748.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlrb.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

Cornele A. Overstreet Regional Director

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DATE:

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Amazon.com Services, LLC		
and	CASE 28-CA-280427	
An Individual		
REGIONAL DIRECTOR EXECUTIVE SECRETARY	☐ GENERAL COUNSEL	
NATIONAL LABOR RELATIONS BOARD Wash ngton, DC 20570	NATIONAL LABOR RELATIONS BOARD Wash ngton, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT	IVE OF	
THE EMPLOYER		
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:		
REPRESENTATIVE IS AN ATTORNEY		
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFOR	MATION)	
Brian Stolzenbach		
MAILING ADDRESS: Seyfarth Shaw LLP, 233 South Wacker Driv	ve, Suite 8000, Chicago, IL 60606	
E-MAIL ADDRESS: bstolzenbach@seyfarth.com		
<i>OFFICE TELEPHONE NUMBER:</i> (312) 460-5551)	
CELL PHONE NUMBER:	_{FAX:} (312) 460-7551	
SIGNATURE: /s/ Brian Stolzenbach		
(Please sign in ink.) 7/28/2021		

 $^{^1}$ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE